

Baldrige Health Care Glossary HD: Leadership System

Leadership System

The term “*leadership system*” refers to how **leadership** is exercised, formally and informally, throughout the organization; it is the basis for and the way key decisions are made, communicated, and carried out. It includes structures and mechanisms for decision making; two-way communication; selection and development of leaders and managers; and reinforcement of **values**, **ethical behavior**, directions, and **performance** expectations. In health care organizations with separate administrative/operational and health care provider **leadership**, the **leadership system** refers to both and includes the relationships among those leaders.

An **effective leadership system** respects the **capabilities** and requirements of **workforce** members and other **stakeholders**, and it sets high expectations for **performance** and **performance** improvement. It builds loyalties and teamwork based on the organization’s **vision** and **values** and the pursuit of shared **goals**. It encourages and supports initiative and appropriate risk taking, subordinates organizational structure to **purpose** and function, and avoids chains of command that require long decision paths. An **effective leadership system** includes mechanisms for the leaders to conduct self-examination, receive feedback, and improve.

Note: **Blue** words above are hyperlinks to other GLOSSARY HD terms and their definitions.

I am pleased to offer the HEALTH CARE GLOSSARY HD as a no charge service to Baldrige Criteria users worldwide - Paul Steel

[Services](#) [Training](#) [Best Processes](#) [Application Prep](#) [International](#) [Seminars - Conferences](#) [EasyApp Software](#) [Templates](#) [Consulting](#) [TQI](#)

[ACTIONABLE 2008 Baldrige Health Care Criteria Link](#)



www.baldrige21.com

Return to: [BALDRIGE GLOSSARY HD](#)

[Sign up now for the all new 2009 Baldrige ACTIONABLE Health Care Criteria](#)